

**WWNY-TV/WNYF**  
**EEO Public File Report**  
**Job Vacancy Summary**  
**Period Covered February 1, 2012 to January 31, 2013**

Job Vacancy and Recruitment Information

<b>Job Title</b>	<b>Date Filled</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source of Interviewees (#)</b>	<b>Recruitment source of hire</b>
Photojournalist	3/9/12	1, 2, 3, 4, 5, 6, 8, 9, 11, 12, 14, 15, 17, 18, 19, 21, 22, 23, 24, 25, 26, 28	11, 14, 21, 21	Internal posting
Traffic Manager	2/3/12	n/a	n/a	Promotion
Master Control Operator (PT Temp)	7/17/12	1, 2, 3, 4, 6, 8, 11, 12, 14, 15, 18, 19, 21, 22, 23, 24, 25, 26, 28	14	Employee referral
Photojournalist (2 positions)	10/18/12 and 12/12/12	1, 2, 3, 4, 5, 6, 8, 9, 11, 12, 14, 15, 17, 18, 19, 22, 23, 24, 25, 26	5, 14, 14, 19, 19	Syracuse University and Employee referral
Account Executive (2 positions)	9/10/12 and 9/11/12	1, 2, 3, 4, 5, 6, 8, 9, 11, 12, 14, 15, 18, 19, 21, 22, 23, 24, 25, 26, 29	9, 14, 14, 21, 29	GWNC Job Fair Employee referral
Engineer	1/16/13	1, 2, 3, 4, 5, 6, 8, 9, 11, 12, 14, 15, 17, 18, 19, 22, 23, 24, 25, 26	11, 12, 12	Internal posting
Video Editor (PT)	12/14/12	9, 11, 14, 15	9, 14, 14, 14, 14	Employee referral

Total number of interviewees and number of interviewees referred by each recruitment source

Recruitment Sources	Total Number of Interviews
Army Community Services	1
TVJobs.com	1
Watertown Daily Times	2
Internal posting	2
WWNY Website (wwnytv.com)	2
Employee referral	10
Greater Watertown NC Chamber Job Fair	3
Syracuse University	2
Total Interviews	23

Recruitment Resource Table

#	Name	Address	Contact	Phone
1.	Jefferson Community College Career Placement Services	1220 Coffeen St., Watertown, NY 13601	Michelle Gefell , Exec. Dir.	786-2269
2.	SUNY College of Tech Career Services	Cornell Drive, FOB 232, Canton, NY 13617	Joel Bixby, Exec. Dir.	386-7119
3.	SUNY Potsdam Career Planning Center	128 Sisson Hall, Potsdam, NY 13676	Karen Ham, Exe. Dir.	267-2339
4.	St. Lawrence University Career Planning Center	Canton, NY 13617	Kathy Archibald, Exec. Dir.	229-5906
5.	TVJobs.Com (DBA Broadcast Employment Services	PO Box 4116, Oceanside, CA 92052- 4116	Mark C. Holloway, CEO	877-988-9808
6.	NY State Job Bank	<a href="http://www.jobcentral.org/ny/">www.jobcentral.org/ny/</a>		
7.	NAB	<a href="http://www.nab.org">www.nab.org</a>		
8.	NYS Broadcasters	<a href="http://www.nysbroadcastersassn.org">www.nysbroadcastersassn.org</a>		
9.	Watertown Daily Times	260 Washington St.,	Classifieds Desk	315-782-0400

		Watertown, NY 13601		
10.	Syracuse Post Standard	PO Box 4915, One Clinton Sq., Syracuse, NY 13221-4915	Classifieds Desk	315-470-0032
11.	Internal posting			
12.	WWNY Website	<a href="http://www.wwnytv.com">www.wwnytv.com</a>		
13.	WWNY-TV/WNYF-TV On-air advertising			
14.	Employee Referral			
15.	Walk in applicants			
16.	Radio Television News Directors Association	<a href="http://www.rtnda.org">www.rtnda.org</a>		
17.	Media Line	<a href="http://www.medialine.com">www.medialine.com</a>		
18.	SUNY Oswego – Career Services	606 Culkin Hall, Oswego, NY 13126	Bob Casper	315-312-2255
19.	Syracuse University – Career Services Network	Syracuse, NY 13244	Karen McGee	315-443-1870
20.	NYS Broadcasters Career Fair	<a href="http://www.NYSBroadcastersCareerfair.com">www.NYSBroadcastersCareerfair.com</a>		
21.	Greater Watertown North Country Chamber of Commerce Job and Career Expo	<a href="mailto:events@watertownny.com">events@watertownny.com</a> , GWNC Chamber of Commerce, 1241 Coffeen St., Watertown, NY 13601	Michelle Farrell	315-788-4400
22.	Ithaca College	<a href="http://www.ithaca.edu/careers">www.ithaca.edu/careers</a>	John Fracchia	607-274-1687
23.	Cayuga Community College	w3.cayuga-cc.edu/cayugaconnect/		
24.	SUNY Plattsburgh	805 Kehoe Admin Building, 101 Broad St., Plattsburgh, NY 12901		518-564-2071
25.	Clarkson University	<a href="http://www.clarkson.edu">www.clarkson.edu</a>	Margo Johnston	315-268-3858
26.	Herkimer Community College	<a href="http://www.collegecentral.com/herkimer/">www.collegecentral.com/herkimer/</a>		
27.	Disability Work	<a href="http://www.disabilitywork.co">www.disabilitywork.co</a>	Odalís Roman	

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28.	Regional Small Employer Career Fair	Clarkson University	Margo Johnston	315-268-3858
29.	Army Community Services	Fort Drum		
30.	7NEWS Sales Team Facebook page			
31.	7NEWS Facebook page			

### Employment Outreach Initiatives

	<b>Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1.	Greater Watertown North Country Chamber of Commerce Job Fair – April 5, 2012	Co-sponsored and participated in Job Fair in an effort to recruit for future employment and to raise awareness of career in the broadcast industry.
2.	Syracuse University Internship program	Interns work in the News department developing their skills as photojournalists. Interns will work with various news employees on their writing, interviewing, editing, and photography skills. Upon completion of the semester long program the intern will have final package produced and aired on our newscast.
3.	Regional Small Employer Networking and Career Fair – March 7, 2012	Event is designed to meet the needs of small businesses in close proximity to Potsdam and Canton, NY. It is an opportunity to recruit students for short-term consulting projects, internships and coop projects. The workshop provides attendees with an understanding of the key components to a successful student/employer partnership. Career fair provides the opportunity to meet with students to discuss projects of need, potential internship partnerships, as well as full-time and coop positions.
4.	Fort Drum Employment Readiness Teen Job Fair – April 4, 2012	The Teen Job Fair is designed to maximize the connection between Military Teens and the excellent career opportunities the Fort Drum and Northern New York businesses provide.
5.	Gateway to Careers – Clarkson University – April 25, 2012	Career fair targeted at college bound high school students. Promoted broadcast careers
6.	Job Shadowing for Lowville Central Students – February 24, 2012	A student participated in a 1-day job shadowing program. Among her activities were: attending a News assignment meeting and following a reporter on a story from start to finish.
7.	Speaking engagement at JCC Journalism Class – March 13, 2012	Photojournalist/Anchor spoke to students about the daily life of reporters and how stories for the 6 pm newscast are created and written.

8.	Job Shadowing for Indian River Central Students – March 21, 2012	A student participated in a 1-day job shadowing program. Among her activities were: attending a News assignment meeting and following a reporter on a “Your Health” assignment.
9.	JCC Journalism 101 – May 8, 2012	Journalism 101 class toured WWNY/WNYF facilities including the newsroom and studio. Class attended live broadcast of the 6pm newscast. Following the newscast Anne Richter, Assistant News Director, Anchor and Producer along with Brian Ashley, Assignment Editor and Anchor spoke to the class and answered questions regarding TV news broadcasting and journalism in general.
10.	Navigating the FCC’s EEO Rules webinar – June 5, 2012	Attended an online seminar explaining the rules and requirements needed to be met to ensure compliance with the FCC’s Equal Employment Opportunity Rules.
11.	Workforce 2020 – January 9, 2013	Program for High School seniors sponsored by the Greater Watertown North Country Chamber of Commerce. The program is intended to give students interviewing experience while exposing them to careers available in the North Country.
12.	Job Shadowing for Copenhagen Central student – January 18, 2013	A student participated in a 1-day job shadowing program. Among her activities were: attending a News assignment meeting and following a reporter on his daily assignment.
13.	Station Tours	Tours for school and community groups are regularly scheduled. As part of the tour News and Production personnel will talk to participants about broadcasting careers.